

USA HOCKEY
GAMES STAFF SELECTION PROCEDURES
2026 Olympic Games
Women’s Hockey
October 21, 2025

These procedures provide for selection of USA Hockey’s **Games Staff** [see following table for a list of positions] for the 2026 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOPC and USA Hockey (NGB).

1. List of specific Games Staff positions that NGB is requesting:

Games Staff Role	Responsibility
General Manager	Management of Team and Staff
Manager, Hockey Operations	Assist with management of Team and Staff
Head and Assistant Coaches (4), including goalie coach	Prepare athletes for success on the field of play.
Player Development Consultant	Provides support to athletes and coaches on player development
Equipment Manager (2)	Provide equipment support to athletes and staff.
Technical Personnel (e.g., Video Coordinator and Analytics)	Provide technical support to athletes and staff.
Medical Personnel Role	Responsibility
Medical Personnel – Team Doctor	Provide appropriate medical care for the team.
Medical Personnel (3) (e.g., Athletic Trainer, Massage Therapist)	Provide clinical assessment and treatment for athlete injuries and illnesses with an additional focus on prevention.
Mental Health Professional (e.g., Sport Psychologist, Mental Health Officer)	Provide appropriate mental health and sport psychology services for the Team.
Sports Science Role	Responsibility
Sport Science Professional/Strength and Conditioning	Provide appropriate sport science and sports performance services for the Team; prepare athletes for success on the ice.
Sports Dietician (2)	Provide appropriate support to athletes on dietary needs for high performance athletes.

2. NGB’s criteria for the above-listed Games Staff position(s):

All NGB Games Staff must:

- 2.1. Undergo a background screen in accordance with the current [USOPC Games Background Check Policy & Procedures](#) prior to nomination.

- 2.1.1. Should a nominee experience any event between the time the background check is conducted and the 2026 Olympic Games that may change his/her background check status, the nominee must inform NGB and/or the USOPC.
- 2.2. Be a registered member of USA Hockey in good standing at time of nomination and throughout the Games.
- 2.3. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.4. Have the ability to work effectively with the USOPC.
- 2.5. Have strong administrative, communication and organizational capabilities/skills as applicable for the Games Staff role.
- 2.6. Be responsible for Team's adherence to all rules regarding personal conduct at the Games.
- 2.7. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings, as applicable.
- 2.8. Be available for entire duration of the Games, if requested.
- 2.9. Have USA Hockey's approval prior to making any financial decisions regarding the Team.
- 2.10. Possess high level, specific technical and tactical knowledge of the sport as needed for the Games Staff role.
- 2.11. Have thorough knowledge and understanding of IIHF rules and regulations governing the sport as needed for the specific role.
- 2.12. Demonstrate ability to establish harmonious relationships with athletes and Team personnel.
- 2.13. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.14. Be a currently employed staff member or contractor of the NGB.
- 2.15. Be listed on USA Hockey's Long List.
- 2.16. Successfully complete all Games Registration requirements by stated deadlines.
- 2.17. Participate in the appropriate anti-doping training as required for the Games Staff role by stated deadline.
- 2.18. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
- 2.19. Be in good standing with the USOPC, U.S. Center for SafeSport, NGB, IIHF, and USADA.
- 2.20. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, IIHF, and/or the Organizing Committee of Olympic Games.

In addition, General Manager and Manager, Hockey Operations must:

- 2.21. Have a proven history of management performance with both professional leagues and International Hockey, as well as knowledge of past USA Hockey teams in international competition.
- 2.22. Have hockey administration skills with oversight of all aspects of Team operations in international hockey, including primary responsibility for work with USOPC, IIHF and Games operations, and previous experience at a major international competition (e.g., World Championship, Olympic Games, etc.).

In addition, Player Development Consultant must:

- 2.23. Have a proven history of management performance and player evaluation with both professional leagues and International Hockey, as well as knowledge of past USA Hockey teams in international competition.
- 2.24. Have the ability to work effectively with the General Manager and Head Coach on evaluating players prior to and during the Olympic Games.

In addition, Coaches must:

- 2.25. Have extensive experience as a Head or Assistant Coach in professional or NCAA hockey leagues.
- 2.26. Have experience working with USA Hockey teams at a major international competition (e.g., World Championship, Olympic Games, etc.).

In addition, Equipment Manager(s) must:

- 2.27. Have past expertise in the hockey equipment business, specifically with past USA Hockey teams at professional or international levels.

In addition, Technical Personnel must:

- 2.28. Have past experience in video and analytics assistance with USA Hockey coaching staff, specifically with teams at professional or international levels.

In addition, Medical Personnel (including all mental health professionals) must:

- 2.29. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.30. Possess the appropriate professional certifications.
- 2.31. Pass a medical credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
- 2.32. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (<https://www.usopc.org/athlete-services/medical/volunteer-program>)
- 2.33. Complete the mandatory Games training prior to the Games.
- 2.34. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.35. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to practice medicine at the Games) and medical equipment submission requirements.
- 2.36. Have past experience with professional hockey players and/or international hockey events.

In addition, Sport Science Professionals must:

- 2.37. Meet the minimum criteria defined in the [USOPC Sports Science Credentialing Policy](#) (see additional resources).
- 2.38. Possess the appropriate professional certifications.

- 2.39. Pass licensure/credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sport Performance (separately arranged background checks will not be considered).
- 2.40. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
- 2.41. Complete the mandatory Games training prior to the Games.
- 2.42. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.43. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to provide services at the Games).
- 2.44. Have past experience with professional hockey players and/or international hockey events.

3. Intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

USA Hockey will not solicit applications for the Games Staff position(s) listed above as they will be filled by current USA Hockey employees and/or contractors based on the needs of the Team. USA Hockey will contact individuals who have experience working with USA Hockey National Teams, professional teams and/or NCAA hockey teams who best fit the criteria in Section 2 to gauge their interest in being considered for Games Staff positions.

4. Removal of Games Staff:

An individual who is nominated to an above-listed Games Staff position by USA Hockey may be removed as a nominee for any of the following reasons, as determined by USA Hockey.

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Hockey Executive Director.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Hockey. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Hockey, his/her injury or wellness will be assumed to be disabling, and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of the USA Hockey's Code of Conduct, a copy of which can be located at www.usahockey.com/annualguide.
- 4.5. Violation of USA Hockey's SafeSport Policy, a copy of which can be located at www.usahockey.com/safesportprogram.
- 4.6. Violation of USA Hockey, USADA, IIHF and/or USOPC anti-doping protocol, policies, and procedures.
- 4.7. Removal from employment position as either an Independent Contractor or employee of USA Hockey.
- 4.8. No longer able to meet the required criteria in Section 2 at the time of the Games.

Once the Games Staff nomination(s) is submitted by the USOPC to the Organizing Committee of Olympic Games, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA Hockey Code of Conduct, the USOPC's Games Forms apply. The USOPC's Games Forms are available as part of Games Registration prior to the respective Games.

5. Replacement of Games Staff:

In the event that a Nominated Games Staff member is unable to perform the duties of the position(s) for injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the applicable criteria listed in Section 2 above. All replacement candidates must be selected using the same process outlined in these selection procedures.

6. Group/committee that will make the final approval of the Games Staff position(s):

The USA Hockey committee below will make the final approval of all Games Staff Position(s).

USA Hockey Olympic Games Staff Selection Committee

- USA Hockey Executive Director
- USA Hockey Assistant Executive Director of Hockey Operations
- USA Hockey Vice President, International Hockey
- USA Hockey Athlete Representatives (2), one of which will be a 10 Year Athlete and one of which will be a 10+ Year Athlete.

7. Conflict of Interest:

All members of the Selection Committee (see Section 6) must comply with the USA Hockey Conflict of Interest Policy (a copy of which can be found at www.usahockey.com/annualguide), to include completing and submitting a disclosure form consistent with the USA Hockey Conflict of Interest Policy before convening the committee.

A conflict of interest exists when a personal, family, financial, professional, club, team or business relationship or interferes with, or maybe perceived to interfere with a committee member's ability to be impartial and participate in the selection process in a fair and impartial manner. Any member of the Selection Committee who has an actual, possible, or perceived conflict of interest must disclose it to the USA Hockey President and to the chair of the USA Hockey Ethics Committee prior to the start of the selection process and may be required to recuse themselves from the Selection Committee discussions and/or voting related to the conflict.

If a conflict exists, the USA Hockey Ethics Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse themselves from participating in discussions and/or voting).

If a selection committee member or an affected athlete or their representative (e.g., coach, disagrees with the proposed resolution), the conflict will be escalated to the USA Hockey Ethics Committee. During its review, the USA Hockey Ethics Committee may ask a Selection Committee member or an affected person for more information at its discretion. For example, if a Selection Committee member is required to recuse themselves from voting, the USA Hockey Ethics Committee may still determine that a Selection Committee member who has relevant and necessary information related to athlete performance, for example a national team coach or high performance director, may, if requested by the Selection Committee, provide that information to the Selection Committee if the information is provided in a fair and unbiased manner and if the Selection Committee member with the conflict of interest does not vote toward the final decision. The Selection Committee member must not otherwise influence other members of the Selection Committee in the selection process.

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the Chair of the USA Hockey Ethics Committee (EthicsChair@usahockey.org) and or the USA Hockey General Counsel (cjorgensen@usahockey.org). Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the USA Hockey Selection Committee appointment process.

8. Date of Nomination:

Nominations of Games Staff, including the names of any replacements, will be submitted to the USOPC on or before the following dates:


- Medical staff: November 3, 2025
- Non-Medical staff independent of athlete selection: November 3, 2025
- Athlete Dependent Staff: January 5, 2026

9. The following committee of individuals developed these selection procedures.


NAME	ROLE
John Vanbiesbrouck	USA Hockey Assistant Executive Director of Hockey Operations
Katie Million	USA Hockey Director, Women’s National Team Programs
Shelly Picard	USA Hockey 10 Year Athlete Representative

10. Certification of Selection Procedures

The following individual approved these selection procedures and through their signature, certifies that the procedures were developed by a group meeting the USOPC's standards for Designated Committees. The following individual further certifies that these selection procedures represent the method approved by USA Hockey and that they will be posted on the USA Hockey website.

Position	Print Name	Signature	Date
USA Hockey Executive Director	Pat Kelleher	DocuSigned by:  820733FDCE0414...	10/24/2025

The following individual affirms that they read and understand the selection procedures.

Position	Print Name	Signature	Date
Team USA Athletes’ Commission Representative*	Taylor Lipsett	DocuSigned by:  9FDE113BDF0443...	10/29/2025

* If the Team USA Athletes’ Commission Representative has delegated authority to the Team USA Athletes’ Commission Alternate Representative to sign the Selection Procedures, attach a letter from the Team USA Athletes’ Commission Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by USA Hockey, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected Team USA Athletes’ Commission Representative, USA Hockey must designate an athlete from that sport to review and sign the Selection Procedures.